

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



JIM McDONNELL, SHERIFF

June 3, 2015

Deputy Ricardo Molina -Diaz, [redacted]
[redacted]

Dear Deputy Molina-Diaz:

On May 5, 2015, you were served with a Letter of Intention indicating your right to respond to the Sheriff's Department's pending disciplinary action against you, as reported under File Numbers IAB 2357388 and 2326789. You were also advised of your right to review the material on which the discipline was based.

You did exercise your right to respond. However, after review and consideration of the response submitted to support your position, it has been determined that the recommended discipline is appropriate.

You are hereby notified that you are discharged from your position of Deputy Sheriff, Item No. 2708A, with this Department, effective as of the close of business on June 2, 2015.

An investigation under File Numbers IAB 2357388 and 2326789, conducted by Internal Affairs Bureau, coupled with your own statements, has established the following:

1. That in violation of Manual of Policy and Procedures section, 3-01/121.15, Policy of Equality – Sexual Harassment; and/or 3-01/121.30 Policy of Equality Inappropriate Conduct Toward Others (Sex/Gender/Race/Ethnicity/Sexual Orientation); and/or 3-01/030.05, General Behavior; and/or 3-01/000.13, Professional Conduct; Violating the Department's Core Values, and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders (as it pertains to the following sections of the County of Los Angeles Policy of Equity, Policy of Equity–Sexual Harassment, and/or Policy-Inappropriate Conduct Toward Others), on or about or between, June 2011 and June 2012, you, while on-duty and assigned as a Bailiff in Department 128 at the Clara Shortridge Foltz Criminal Justice Center (CSFCJC), engaged in conduct that had the

purpose or effect of unreasonably interfering with the employment of another county employee also assigned to Department 128, and/or created an intimidating, hostile, offensive, and/or abusive working environment, and/or engaged in conduct of a sexual nature, and/or such conduct that would reasonably be considered inappropriate for the workplace, and/or embarrassed yourself and the Department and/or acted contrary to the Department's Core Values, as evidenced by, but not limited to:

a. making comments to an Alternate Public Defender ( ) of sexual nature, and/or comments with a sexual context, and/or sexual innuendos, and/or sexual undertones and/or stating to Ms. she looked tired, that she must have had a "really long night," and/or;

b. asking Ms. if she would like to view a video that depicted you having sex with multiple partners, and/or;

c. while in Department 128 lockup, refusing to allow Ms. to leave, and/or turning in Ms. direction and stating, "Come on baby, you want to kiss me, " and/or "You know you want to kiss me," and/or grabbing both Ms. biceps and pulling her toward you, and/or stating, "Come baby, you know you want to kiss me," and/or causing Ms. to push off your chest and punch you in the chest, and state to you, " Dude, this is not a joke, let me out," before you opened the door and allowed Ms. to leave the courtroom lockup.

IV2326789

1. That in violation of Manual of Policy and Procedures Manual sections 3-1/030.05, General Behavior; and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders; and/or 3-01/050.10, Performance to Standards; and/or 3-01/000.10, Professional Conduct, on or about or between August 2011 to June 2012, you, while on-duty and assigned as a Bailiff in Department 128 at the Clara Shortridge Foltz Criminal Justice Center (CSFCJC) failed to perform your duties in accordance with Department standards and behaved in a manner contrary to the Department's Core Values which brought discredit upon yourself and the Department as evidenced by, but not limited to the following:

a. while inside the attorney room of CSFCJC in Department 128, on or about August 3, 2011, you made inappropriate comments of a sexual nature to Inmate [redacted] and/or;

b. while working as a bailiff in CSFCJC, on or about or between November 2011 and December 2011, you flirted with and made inappropriate comments to Inmate [redacted] and/or;

c. admitting to escorting female inmates by yourself and placing them in the attorney room of Department 128 without another deputy present, and/or;

d. while inside the attorney room of CSFCJC in Department 128, on or about June 18, 2012, you made inappropriate comments to Inmate [redacted] of a sexual nature, including asking her to demonstrate "how far up the drugs would go into her vagina."

2. That in violation of Manual of Policy and Procedures Manual sections 3-1/030.05, General Behavior; and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders; and/or 3-01/030.07, Immoral Conduct; and/or 3-01/000.10, Professional Conduct, on or about or between August 2011 to June 2012, you, while on-duty and assigned as a Bailiff in Department 128 at the Clara Shortridge Foltz Criminal Justice Center (CSFCJC), failed to maintain a level of moral conduct in your professional duties in keeping with the highest standards of the law enforcement profession, and/or you behaved in a manner contrary to the Department's Core Values which brought discredit upon yourself and the Department as evidenced by, but not limited to the following:

   a. while inside the attorney room of CSFCJC in Department 128, on or about August 26, 2011, you made inappropriate comments of a sexual nature, and/or engaged in inappropriate physical conduct of a sexual nature, including but not limited to oral copulation and sexual intercourse, with inmate [redacted], and/or;

   b. while inside the attorney room of CSFCJC in Department 128, on or about or between October 2011 and January 2012, you made inappropriate comments of a sexual nature, and/or engaged in inappropriate physical conduct of a sexual nature, including but not limited to oral copulation and sexual intercourse, with inmate [redacted]

Additional facts for this decision are set forth in the Disposition Worksheet, Investigative Summary, and Investigative Packet which are incorporated herein by reference.

In taking this disciplinary action, your record with this Department has been considered, and a thorough review of this incident has been made by Department executives, including your Unit and Division Commanders.

You may appeal the Department's action in this matter pursuant to Rules 4.02, 4.05 and 18.02 of the Civil Service Rules.

You may, if you so desire, within fifteen (15) business days from the date of service of this notice of discharge, request a hearing on these charges before the Los Angeles County Civil Service Commission, 222 North Grand Avenue, Los Angeles, California 90012.

The Sheriff's Department reserves the right to amend and/or add to this letter.

Sincerely,

JIM McDONNELL, SHERIFF

CHIEF WARREN R. ASMUS
COURT SERVICES DIVISION

Note: Attached for your convenience are excerpts of the applicable areas of the Manual of Policy and Procedures and Civil Service Rules.

WRA:EMS:DLM:jp

cc: Advocacy Unit
Chief Warren R. Asmus, Court Services Division
Lawrence E. Del Mese, Captain, Court Services Central Bureau
Internal Affairs Bureau
Judy A. Gerhardt, Captain, Personnel Administration
Doreen Garcia, Pay and Leave Management

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COUNTY OF LOS ANGELES

SHERIFF'S DEPARTMENT

A Tradition of Service

DATE: April 28, 2015
FILE NO: IAB IV 2357388

DISPOSITION SHEET

FROM: WARREN R. ASMUS, CHIEF
COURT SERVICES DIVISION

TO: DONNIE L. MAULDIN, CAPTAIN
INTERNAL AFFAIRS BUREAU

SUBJECT: **RICARDO MOLINA-DIAZ, #[redacted]**
DEPUTY SHERIFF
COURT SERVICES CENTRAL BUREAU
COURT SERVICES DIVISION

Upon consideration of the facts developed in this investigation, I have determined that Subject Molina-Diaz shall be **discharged** from his position as a deputy sheriff, for the reasons set forth in the attached documentation. This decision may be reconsidered based on the employee's response.

[signature] 4/28/15
Warren R. Asmus, Chief — Date

CASE REVIEWED BY

[signature] 4-28-15
Richard J. Barrantes, Assistant Sheriff — Date

[signature] 4/28/15
Todd S. Rogers, Assistant Sheriff — Date

[signature] 4/28/15
Neal B. Tyler, Executive Officer — Date

Jim McDonnell, Sheriff — Date

The evidence in this investigation supports the following charges:

1. That in violation of the Manual of Policy and Procedures section, 3-01/121.15, Policy of Equality – Sexual Harassment; and/or 3-01/121.30 Policy of Equality Inappropriate Conduct Toward Others (Sex/Gender/Race/Ethnicity/Sexual Orientation); and/or 3-01/030.05, General Behavior; and/or 3-01/000.13, Professional Conduct; Violating the Department's Core Values, and/or 3-01/030.10, Obedience to Laws, Regulations, and Orders (as it pertains to the following sections of the County of Los Angeles Policy of Equity, Policy of Equity–Sexual Harassment, and/or Policy-Inappropriate Conduct Toward Others), on or about or between, June 2011, and June 2012, Subject Molina-Diaz, while on-duty and assigned as a Bailiff in Department 128 at the Clara Shortridge Foltz Criminal Justice Center (CSFCJC), engaged in conduct that had the purpose or effect of unreasonably interfering with the employment of another county employee also assigned to Department 128, and/or created an intimidating, hostile, offensive, and/or abusive working environment, and/or engaged in conduct of a sexual nature, and/or such conduct that would reasonably be considered inappropriate for the workplace, and/or embarrassed himself and the Department and/or acted contrary to the Department's Core Values, as evidenced by, but not limited to:

   a. making comments to an Alternate Public Defender ( ) of sexual nature, and/or comments with a sexual context, and/or sexual innuendos, and/or sexual undertones and/or stating to Ms. she looked tired, that she must have had a "really long night," and/or;

   b. asking Ms. if she would like to view a video that depicted himself having sex with multiple partners, and/or;

   c. while in Department 128 lockup, refusing to allow Ms. to leave, and/or turning in Ms. direction and stating, "Come on baby, you want to kiss me, " and/or "You know you want to kiss me," and/or grabbing both Ms. biceps and pulling her toward him, and/or stating, "Come baby, you know you want to kiss me," and/or causing Ms. to push off his chest and punch him in the chest, and state to him, " Dude, this is not a joke, let me out," before he opened the door and allowed Ms. to leave the courtroom lockup.

SUMMARY

Between June 2011, and June 2012, the Complainant, who is an Alternate Public Defender for the County of Los Angeles, alleged Subject Molina–Diaz created a hostile work environment, while he was on-duty at the CSFCJC. She stated he was habitually unprofessional during the time they worked together in Department 128. She said Subject Molina-Diaz regularly made inappropriate comments that were sexual in nature to both female defendants and female attorneys. The comments ranged from commenting about women's clothing, inviting women out on dates, and making references about sexual activities.

The Complainant stated she was subjected to Subject Molina-Diaz's comments. She remembered one incident, where Subject Molina-Diaz told her she looked tired and that she must have had a "really long night." She believed the comment had a sexual undertone.

On another occasion, Subject Molina-Diaz told the Complainant he had a videotape depicting him engaging in sex with either several women or with several men and women. The Subject asked her if she wanted to see the video which she believed was stored in his cellular phone.

Additionally, approximately late in 2010 or early 2011, while in the court lock up area, Subject Molina-Diaz refused to allow Ms. [redacted] to leave, and turned in Ms. [redacted] direction and stated, "Come on baby, you want to kiss me." Subject Molina-Diaz physically grabbed both of her biceps and pulled her toward him, and said, "Come on baby, you know you want to kiss me." Ms. [redacted] pushed and punched him in the chest, and told him, "Dude, this is not a joke, let me out." He subsequently opened the door and allowed Ms. [redacted] to leave the courtroom lockup. This incident was documented through a Policy of Equality Report dated May 22, 2014.

DISCIPLINE ASSESSMENT

The Department's "Guidelines for Discipline" (Revised 02/20/13) lists the following analogous misconduct with the associated discipline penalties:

Policy of Equality - Sexual Harassment	5 Days to Discharge
Policy of Equality - Inappropriate Conduct Toward Others (Sex/Gender/Race/Ethnicity/Sexual Orientation)	Written Reprimand to Discharge

General Behavior	Written Reprimand to Discharge
Professional Conduct; Violating the Department's Core Values	Written Reprimand to Discharge
Obedience to Laws, Regulations, and Orders (as it pertains to the following sections of the County of Los Angeles Policy of Equity, Policy of Equity–Sexual Harassment, and/or Policy-Inappropriate Conduct Toward Others)	Written Reprimand to Discharge

ASSESSMENT OF MITIGATING AND AGGRAVATING FACTORS

Severity of Infraction

This investigation revealed that the Complainant alleged Subject Molina-Diaz created an intimidating, hostile, and offensive and/or abusive work environment. The Subject demonstrated a pattern of inappropriate behavior and comments in the workplace.

The public and the Department rightfully expect exemplary performance by law enforcement officers, in both obedience to laws and their professional conduct, if the highest levels of public trust and credibility are to be maintained. Subject Molina-Diaz's actions and behavior during these incidents brought discredit and embarrassment upon himself and the Department.

Intent, Truthfulness, and Acceptance of Responsibility

Subject Molina Diaz cooperated during his recorded interview and answered the questions that were asked of him. His demeanor was humble for the most part, however; he did not appear to understand the seriousness of the allegations, based on some of his flippant responses.

Degree of Culpability

Subject Molina-Diaz admitted to a mutual flirting relationship with the Complainant that lasted approximately four to six months. In addition, he admitted to asking her out on a date once or twice, however; they did not follow through. He also admitted to speaking

with a male court employee regarding a video of a sexual nature involving a female and two males. He denied all the other allegations.



DETERMINATION OF DISCIPLINE

Based upon the foregoing assessment of mitigating and aggravating factors and my review of the investigation, I have determined this investigation to be **founded**, and that discipline is to be imposed.

_X_ **Discharge**
____ Reduction in Rank
____ Suspension with loss of pay and benefits for a period of _ days
____ Written Reprimand
____ Discipline not recommended

INTERNAL AFFAIRS BUREAU
INVESTIGATIVE SUMMARY
IAB # IV 2357388

COMPLAINANT: [redacted], #[redacted], Alternate Public Defender
County of Los Angeles, Alternate Public Defender Department

SUBJECT: Ricardo Molina-Diaz, #[redacted], Deputy Sheriff
Court Services Central Bureau
Court Services Division

DATE OF INCIDENT: Unknown dates between 2011 and 2012

LOCATION: Clara Shortridge Foltz Criminal Justice Center

DATE DEPT NOTIFIED: May 13, 2014

DATE OF INTAKE NOTIFICATION: May 22, 2014

DATE IAB OPENED: June 12, 2014

PRIMARY INVESTIGATOR: Sergeant Irma Chevalier

ALLEGATIONS:

The alleged acts of harm regarding **Subject Ricardo Molina-Diaz** are as follows:

3-01/121. 15 - Policy of Equality - Sexual Harassment
3-01/121. 25 - Policy of Equality - Third Person Harassment
3-01/121. 30 - Policy of Equality - Inappropriate Conduct Toward Others

Specifically, on unknown dates between June 2011, and June 2012, Subject Molina-Diaz is alleged to have created a hostile work environment for Complainant [redacted] as he habitually made general comments that were sexual in nature. Additionally, on an unknown date during this timeframe, Subject Molina-Diaz grabbed Complainant [redacted] and insisted on a kiss, while pulling her close to him. Complainant [redacted] physically assaulted Subject Molina-Diaz in an effort to escape his sexual advance.

CURRENT STATUS:
Complainant [redacted] remains assigned as a Los Angeles County Alternate Public Defender at Clara Shortridge Foltz Criminal Justice Center.

Subject Molina-Diaz was relieved of duty on October 16, 2012 regarding an unrelated matter, and was ordered to remain at his residence.

BACKGROUND:
Complainant [redacted] is a 38-year-old Black female working as a Los Angeles County Alternate Public Defender assigned to Clara Shortridge Foltz Criminal Justice Center since 2004. While being interviewed by Sergeant Robert Lopez of the Internal Criminal Investigations Bureau (ICIB), as a witness in another matter, Complainant [redacted] advised Sergeant Lopez of the alleged conduct described in this investigation.

Subject Ricardo Molina-Diaz is a 36-year-old Hispanic male deputy assigned to Court Services Central Bureau, Clara Shortridge Foltz Criminal Justice Center. Subject Molina-Diaz is currently relieved of duty, assigned to his residence on an unrelated matter. Subject Molina-Diaz was hired on December 3, 2007. [redacted] and received a copy of the Policy of Equality on January 24, 2003 (**Exhibit B**).

Witness [redacted] is a 36-year-old Hispanic female Judicial Assistant/Court Clerk assigned to Clara Shortridge Foltz Criminal Justice Center, Department 128, for approximately six years.

INVESTIGATION:
While being interviewed as a witness by ICIB in an unrelated matter on May 13, 2014, Complainant [redacted] alleged that Subject Molina-Diaz was habitually unprofessional during the time they worked together in Department 128. He regularly made inappropriate comments to women that were sexual in nature. The comments ranged from commenting about women's clothing, inviting women out, to making references about sexual activities.

Additionally, in approximately late 2010 or early 2011, while in the secured area of Department 128, Subject Molina-Diaz grabbed Complainant [redacted] by her shoulders, pulled her in toward his person, and insisted that she kiss him. Complainant [redacted] was frightened and physically assaulted Subject Molina-Diaz by punching him on his chest in order to escape his hold and sexual advance.

The complaint was documented via Policy of Equality Report/Notification Form No. 14-099 dated May 22, 2014, which is incorporated as **Exhibit A**. The Reporting Party is Sergeant Robert Lopez of Internal Criminal Investigation Bureau.

The following narratives are intended only as synopses of the interviews. Additional information and precise wording may be obtained by reviewing the audio recorded interviews and verbatim transcriptions.

Complainant Alternate Public Defender [redacted]

> **IAB Note:** Complainant [redacted] declined to participate in an interview with Internal Affairs Bureau. Her statements were obtained from her interview with Internal Criminal Investigation Bureau of May 13, 2014, as it relates to criminal investigation 912-00127-2003-441.

Complainant [redacted] stated she has worked with Subject Molina-Diaz since 2011 in Department 128 of the Clara Shortridge Foltz Criminal Justice building. She described Subject Molina-Diaz as an unprofessional individual, as he habitually made inappropriate comments that were sexual in nature, to both female defendants and female attorneys.

Complainant [redacted] recalled that on one occasion when the judge refused to address an out of custody female defendant because she was dressed inappropriately, the judge had her removed from the courtroom. Complainant [redacted] stated she was standing in the foyer of the courtroom when she saw Subject Molina-Diaz escort the woman out of the courtroom. As he walked by with the female, Subject Molina-Diaz told the female something to the effect, "'The judge says you can't come in here like that, but you look damn good to me'" ([redacted] *p9*).

> **IAB Note:** Subject Molina-Diaz recalled instructing a woman to leave the courtroom due to her inappropriate attire, but denied he escorted the woman out and denied he commented anything to her of a sexual nature.

On another occasion, while Complainant [redacted] was in her office, her peer attorney [redacted], approached her and inquired as to Subject Molina-Diaz' behavior. Ms. [redacted] shared that she was having a telephone conversation with Subject Molina-Diaz and after she requested to speak with the court clerk, Subject Molina-Diaz asked, "'First, baby, tell me what you're wearing'" ([redacted] *p10*). Complainant [redacted] said that within the Alternate Public Defender's Office, Subject Molina-Diaz was known as being "pervy" ([redacted] *p10*).

> **IAB Note:** Ms. [redacted] stated she did not recall any of her encounters with Subject Molina-Diaz and declined to participate in an interview.

Complainant [redacted] recalled a third incident wherein an attorney had taken off her suit coat and Subject Molina-Diaz made a comment about her breasts.

> **IAB Note:** Subject Molina-Diaz denied making any comments that referenced a woman's body.

Complainant [REDACTED] stated she too was subjected to Subject Molina-Diaz's comments. She recalled one incident in where Subject Molina-Diaz told her she looked tired that she must have had a "really long night" ([REDACTED] *p17*). Complainant [REDACTED] said the comment had a sexual undertone.

> **IAB Note:** Subject Molina-Diaz denied he made such remark.

On another occasion Subject Molina-Diaz told her he had a video tape which depicted himself engaging in sex with either several women or with several men and women. The Subject asked her if she wanted to see the video which she believes was stored on his mobile phone ([REDACTED] *p27-28*).

> **IAB Note:** Subject Molina-Diaz denied he attempted to show Complainant [REDACTED] any video that contained sexual content. However, Subject Molina-Diaz acknowledged that per the rumor mill, he was alleged to have participated in sexual activity that was captured on video.

Complainant [REDACTED] said the Subject escalated his inappropriateness when he grabbed her and insisted she kiss him. She explained she had completed interviewing an inmate in the lock-up area of Department 128 and requested to be let out of the secured area. Subject Molina-Diaz opened the door and as she followed immediately behind him to leave, he quickly turned toward her and commented, "'Come on baby, you want to kiss me. You know you want to kiss me'" ([REDACTED] *p12*). She again requested that he let her out and also told him that she was not "playing" meaning she was serious that he let her exit the secured area. Subject Molina-Diaz repeated his comment of her wanting to kiss him and then grabbed both of her biceps and pulled her toward him and again repeated, "'Come on baby, you know you want to kiss me'" ([REDACTED] *p12*).

> **IAB Note:** Subject Molina-Diaz denied this incident ever occurred, and added he never kissed or requested a kiss from Complainant [REDACTED]

Complainant [REDACTED] stated that with the momentum of being pulled into the Subject she pushed off from his chest and then punched him in the chest, telling him again, "Dude, this is not a joke. Let me out" ([REDACTED] *p14*). Subject Molina-Diaz merely responded by laughing, as if trying to play it off, and then unlocked the door, at which time she exited.

Complainant [REDACTED] said she shared the incident with one of her peers but she declined to provide that person's name. She said she never discussed the incident with anyone else because Subject Molina-Diaz was generally perceived by all as a "goof ball," and therefore she merely dismissed the incident.

Refer to Complainant [REDACTED] transcribed interview.

Subject Deputy Ricardo Molina-Diaz
Subject Molina-Diaz was interviewed at the Internal Affairs Bureau offices. He was represented by Attorney Elizabeth Gibbons of the law offices of Green and Shinee.

Subject Molina-Diaz stated that within a few months after being assigned to Clara Shortridge Foltz Justice Center, in 2010, he was designated as the permanent bailiff in Department 128. Subject Molina-Diaz stated he maintained a professional relationship with everyone he encountered and he never made comments to women that referenced a sexual undertone.

> **IAB Note:** Complainant [redacted] stated she routinely heard Subject Molina-Diaz make comments of a sexual nature to women, and identified Ms. [redacted] as being a recipient of such behavior.

> **IAB Note:** Witness [redacted] described herself as maintaining a strict courtroom, and she never witnessed Subject Molina-Diaz act inappropriately with anyone.

Subject Molina-Diaz stated he maintained a friendly relationship with court reporter Jack Scheinfeld and occasionally shared some personal information with him. In reference to a pornographic video, Subject Molina-Diaz stated he could not recall the specifics but vaguely recalled that a group of deputies were in Department 128 when one deputy asked Subject Molina-Diaz if he told Mr. Scheinfeld about the pornography video. That question sparked a discussion among them that surrounded a rumor that alleged he (Subject Molina-Diaz) was video recorded engaging in sexual activity that involved three individuals.

> **IAB Note:** Mr. Scheinfeld declined to participate in an interview.

Subject Molina-Diaz denied he participated in any such activity and denied he possessed any such video. He further denied he attempted to show said video to Complainant [redacted]

> **IAB Note:** Complainant [redacted] alleged Subject Molina-Diaz attempted to show her a pornographic video but she refused to view it.

Lastly, Subject Molina-Diaz denied he ever assaulted and or sexually harassed Complainant [redacted] He explained that in approximately 2011 and or 2012 he and Complainant [redacted] maintained a flirtatious relationship for approximately six months. They regularly complimented each other on their appearances and they also agreed that they should go out on a date, although it never came to fruition.

Subject Molina-Diaz said their playful relationship ended when Complainant [redacted] discovered that he was married and had children. Complainant [redacted] confronted him and suggested that he was simply trying to have sex with her, and he never had any intentions of having a meaningful relationship.

Subject Molina-Diaz stated that Complainant [redacted] possibly alleged she was assaulted or harassed by him, because she was angry that he was married.

Subject Molina-Diaz also indicated that after their playful relationship ended, she accused him of locking her in the sally port of the courtroom lock-up area. He explained that Complainant [redacted] was consulting with a client in the courtroom lock-up, when she was unexplainably locked in the sally port. She had to pound on the door to get his attention and when he finally responded to let her out, she was extremely upset and accused him of locking her in. Subject Molina-Diaz denied he locked her in the sally port and further denied he grabbed Complainant [redacted] and directed her to kiss him.

Refer to Subject Molina-Diaz transcribed interview.

Additional Information
County Court Reporter Jack Scheinfeld and Alternate Public Defender Janice Seng declined to participate in an interview stating they only had a vague recollection of Subject Molina-Diaz, in addition to having limited interaction with him.

Witness [redacted] stated she maintained a disciplined courtroom and did not allow any type of unprofessional and non-work related matters to transpire within the courtroom. She described Subject Molina-Diaz as professional and efficient as it related to his work performance. She did not maintain a friendship with him, but did say they were friendly with one another.

> **IAB Note:** Witness [redacted] consented to participate in an unrecorded interview.